

ABSTRACT

This research was held in CV. Tirta Makmur, one of the drinking water company in Semarang, as the object of the study. This research aims to determine the effect of work-family conflict and work environment on job satisfaction with work stress as a mediator. Respondents in this study were all 150 employees, but only 93 data could be processed. This research uses Partial Least Square (PLS) with the Smart PLS computer program. The results of this study indicate that work stress has a significant effect as a mediator between work-family conflict on job satisfaction, while work stress does not have a significant effect in mediating between work environment and job satisfaction.

This research also analyzes how the influence of the relationship between the latent variables under study. The results of the research stated that if work-family conflict has a positive and significant effect on work stress, the work environment has a significant negative effect on job satisfaction. Furthermore, work-family conflict has a negative and significant effect on job satisfaction, the work environment has a positive and significant effect on job satisfaction, and work stress has a negative and significant effect on job satisfaction.

Keywords: work-family conflict, work environment, job stress, job satisfaction